

**GOLDSMITHS**  
**University of London**

**COUNCIL & ACADEMIC BOARD**

**EQUALITY & DIVERSITY COMMITTEE**

**Minutes of the meeting held on 2 February 2012**

Present: Mrs Alyson McGarrigle (in the Chair), Ms Alison Ahern, Ms Sharon Alleyne, Ms Vicky Annand, Ms Jennifer Bain, Ms Lyn Downey, Mr Manoj Kerai, Ms Sarah Lambert, Dr Deirdre Osborne, Ms Colleen Toomey , Mr Barry Hayward (Secretary).

Apologies: Ms Yomn Alkaisi, Prof Michael Archer, Ms Francesca Bancarino, Dr Philip Broadhead, Mr Michael Dick, Mr Hugh Jones, Ms Eleanor Saunders, Ms Rachel Soper, Ms Ellen Tsang, Ms Marcia Williams.

In attendance: Ms Bernadette Barnes, Rev'd Adele Rees.

**1 MINUTES**

**Resolved:**

to approve the minutes of the meeting held on 26 October 2011 with the amendment that Sarah Lambert was in attendance.

**2 MATTERS ARISING FROM THE MINUTES**

**Noted:**

- (i) that a report on Widening Participation will be submitted to the next meeting in May.
- (ii) that it will not be necessary to make an entry on the risk register now that diversity data has been made available.

**3 REPORT OF THE INTERIM EQUALITY AND DIVERSITY ADVISER**

Lyn Downey presented a series of papers drafted by Marcia Williams who was unable to attend. She had also invited Bernadette Barnes to the meeting as she had produced the staff diversity data information within Marcia's reports.

- i. Equality and Diversity Objectives 2012-2016 (B-12-26)

**Noted:**

- i. that any comments on the objectives drafted can be sent to Lyn.
- ii. that work is required to encourage attendance on training courses.

**Resolved:**

- i. that Vicky Annand will re-draft Objective 3 in consultation with her staff.
- ii. to add "virtual environment" to scope of Objective 6.

- iii. that Lyn will organise a meeting of Diversity Champions, Dignity Advisers and SU Liberation Officers in order to discuss how to re-energise these networks.
- iv. that the Secretary will ask Philip Broadhead to report to committee on the issue of learning and teaching issues affecting disadvantaged groups.
- v. that the paper be sent to Council for consideration.

ii. Equality and Diversity Staff Monitoring Statistics (C-12-27)

**Noted:**

- i. that Visiting Tutors (VTs) are not included in the data.

**Resolved:**

- i. that the Committee highlight the disparity in ethnic diversity amongst the senior staff.
- ii. that the Committee highlight the low levels of disclosure of disability (all staff levels, around 1%).
- iii. that the Committee thank Bernadette Barnes for her good work in producing this information.

iii. Equality and Diversity Student Monitoring Statistics (D-12-28)

**Noted:**

- i. that non-progression and socio-economic data on students is not yet available. The Committee particularly wished to see data on withdrawal rates of students from lower socio-economic backgrounds compared with those from higher socio-economic backgrounds.

**Resolved:**

- i. that socio-economic data be requested as a priority.
- ii. that the SU feedback on student sensitivity about disclosing socio-economic background information.
- iii. that the data produced be reported to Council and Academic Board and be published in line with Equality Act requirements.

iv. Update and Committee Forward Look (E-12-29)

**Resolved:**

- i. to focus on the issues raised in this paper at the next meeting in May.

v. Annual Review of E&D Code (F-12-30)

**Resolved:**

- i. Lyn to re-draft for next meeting, with contributions from Vicky about flexible working and Manoj and Barry regarding student issues.

#### **4 REPORT OF THE DISABILITY COORDINATOR**

**Received:**

- a report from the Disability Coordinator (11-404).

**Resolved:**

to request that Michael Dick report to the next meeting on the issue of suitable accommodation for disability support staff (dyslexia tutors, mentors etc).

**5 ANY OTHER BUSINESS**

**Resolved:**

to extend the tenure of the Diversity Champions until Aug 2013. This is to provide time to revive the network as noted under 3.1.iii above.

**6 FORTHCOMING MEETINGS**

**Noted:**

that the final meeting of the Session would be held on the following date:

Wednesday 9 May 2012, 2pm in DTHB 110

***Barry Hayward***  
***February 2012***